

Minutes

Talbot County Board of Elections
215 Bay Street
Easton, MD 21601
August 25, 2022

Present:

Board

Joseph Secrist, President	(R)
Walter Black	(D)
Richard Bulman	(R)
Wadella Thomas	(R)
Susan MacKinnon	(D)

Staff

Chrystal McGinn, Election Director
Tammy Stafford
Donna Hacker

Public

None

A Special meeting of the Talbot County Board of Elections was held on August 25, 2022 in Conference Room # Two at the Board office indicated above. President Joseph Secrist called the meeting to order at 9:30 a.m. Mr. Secrist noted that a quorum was present.

Compensation and Incentives for Election Judges

During discussion of the conduct of the recent Gubernatorial Primary Election at its July meeting, the Board approved this Special Meeting. The purpose is to discuss the issue of recruitment of Election Judges and the need to consider enhancements to compensation and incentives to attract additional candidates for the judges' positions.

Ms. McGinn and Ms. Safford prepared statistical handout materials which included Election Judge staffing, compensation, and comparisons of Talbot compensation with that of similar size counties. The staff also provided oral summaries of the duties of and training for the various Election Judge positions.

Ms. McGinn suggested that the Board consider increasing the compensation for time spent in training and additional compensation for judges who pick up and return supplies on election day. During discussion of compensation, the idea of combining the positions of Chief Judge and Provisional Judge arose and the benefits that might arise

from that. Ms. McGinn provided a comparison table of options the Board could consider and the budget impact of each. She recommended that the Board approve the following to encourage experienced and new candidates to apply for Election Judge positions and improve the flexibility to assign personnel to positions and locations:

- Combine the positions of Chief Judge and Provisional Judge;
- Increase the compensation for attending training from \$25 to \$100; and
- Pay \$30 each to those judges who pick up and return supplies on Election Day.

Ms. McGinn said that she plans to provide each judge working of Election Day a "Survival Kit" of useful items, costing about \$15 each, as a token of appreciation for their long work day. She noted that the state offers its employees an incentive to serve as Election Judges with additional administrative leave and she has been encouraging the county to do something similar.

Following discussion by Board Members, Ms. MacKinnon moved that the Board approve the following:

- Combine the duties of Chief Judge and Provisional Judge and pay the Chief/Provisional Judge \$300 per day;
- Increase training to \$100 payment;
- Pick up and return of supplies reimbursed on Election Day at \$30 each;
- Voting Judges paid \$250 per day.

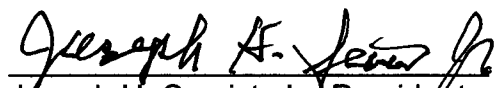
Mr. Black seconded the motion. The motion passed unanimously.

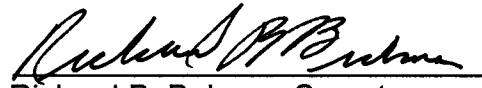
Adjournment

Mr. Black noted that we have a great staff and congratulated them on the handling of the recent election, particularly given the unusual factors experienced during its preparation and execution. He then moved adjournment of the meeting. Ms. Thomas seconded the motion. It passed unanimously. The meeting adjourned at 11:15 a.m.

Attested,

Respectfully submitted,


Joseph H. Secrist, Jr., President


Richard B. Bulman, Secretary